



EMOTIONAL HEALTH ASSOCIATION dba SHARE!

WHISTLEBLOWER POLICY

All directors and officers, as well as any employees, of the Emotional Health Association dba SHARE! (“SHARE!”) are expected to act in accordance with all applicable laws and regulations, and with the policies of the organization at all times, and to assist in ensuring that the organization conducts its business and affairs accordingly. This Whistleblower Policy is intended to encourage and enable any employee and others to report serious concerns within SHARE! prior to seeking resolution outside of SHARE!.

Any SHARE! employee, officer or director who reasonably suspects any employee, officer or director of engaging in any violation of the law, regulations, ethical rules or any policy of SHARE! must report such activity as soon as possible. Such activity may include, but not limited to, financial wrongdoing (including circumvention of internal controls or violation of the accounting policies of the organization), fraud, harassment, or any other illegal or unethical conduct.

Reports may be made by writing to any member of the SHARE!’s Board of Directors (“Board”). Reports may be made anonymously.

All reports will be investigated and handled in a timely and sensitive manner by a committee appointed by vote of the Board (the “Committee”). Confidentiality will be maintained throughout the investigation to the extent reasonable and practicable under the circumstances, and consistent with appropriate investigative and corrective action.

Intimidation, coercion, threats, retaliation, discrimination or adverse action against any employee, officer or director (or other person) for making a complaint, assisting in an investigation, or reporting an incident of financial wrongdoing, fraud, harassment or any other suspected illegal or unethical conduct, is prohibited. Anyone engaging in the foregoing prohibited conduct will be subject to appropriate disciplinary action, which may include termination.

The Board will acknowledge receipt of the report that a suspected violation has been reported to the Board. All such reports will be promptly investigated by the Committee, with a report to the Board. Appropriate corrective action will be taken if warranted by the investigation.